

**EMPLOYMENT COMMITTEE: 14 JUNE 2012**

**ORGANISATIONAL CHANGE POLICY AND PROCEDURE:  
SUMMARY OF ACTION PLANS**

**REPORT OF THE CHIEF EXECUTIVE**

**Introduction**

1. The purpose of this report is to present a summary of current Action Plans which contain provision for compulsory redundancy and details of progress in their implementation.

**Background**

2. At its meeting on 26 July 2007 the Committee approved a new Organisational Change Policy and Procedure (replacing the Policy in the Event of Redeployment and Redundancy) together with revised arrangements through which the Committee would exercise its oversight of the implementation of that procedure.
3. In accordance with that decision, summaries of current Action Plans are attached as follows:
  - Appendix A1 – Implementation Completed
  - Appendix A2 – Implementation Underway
4. The arrangements also involve presenting a summary of any outstanding comments/concerns raised by members of the Committee. There are no outstanding comments/concerns on this occasion.
5. Members are asked to indicate where they wish a representative of the Department concerned to be present to answer any questions in any particular case, if they have not already done so.

**Equality and Diversity Implications**

6. The Organisational Change Policy and Procedure is designed to ensure that changes which impact on employees are implemented in a fair and non-discriminatory manner.

**Recommendation**

7. That the report be noted.

**Officer to Contact**

David Pitt, Head of Democratic Services and Administration

☎ 0116 305 6034

Email: [david.pitt@leics.gov.uk](mailto:david.pitt@leics.gov.uk)

Simon Nearney, Assistant Director - People and Transformation

☎ 0116 305 6123

Email: [simon.nearney@leics.gov.uk](mailto:simon.nearney@leics.gov.uk)